

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
**RC PETITION**

DO NOT WRITE IN THIS SPACE

Case No.

01-RC-186176

Date Filed

10-14-2016

**INSTRUCTIONS:** Unless e-Filed using the Agency's website, [www.nlr.gov](http://www.nlr.gov), submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer Skinner Demolition		2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code) 155 Bodwell St, Avon MA, 02332	
3a. Employer Representative - Name and Title David Skinner, Vice President		3b. Address (If same as 2b - state same) same	
3c. Tel. No. 508-559-0123	3d. Cell No.	3e. Fax No. 508-559-0115	3f. E-Mail Address
4a. Type of Establishment (Factory, mine, wholesaler, etc.) Construction		4b. Principal product or service Demolition	
5b. Description of Unit Involved Included: All full-time and part-time laborers  Excluded: All managerial and supervisory employees as defined by the act		5a. City and State where unit is located: Avon, MA  6a. No. of Employees in Unit: 65  6b. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

Check One: ☐ 7a. Request for recognition as Bargaining Representative was made on (Date) \_\_\_\_\_ and Employer declined recognition on or about \_\_\_\_\_ (Date) (If no reply received, so state).  
☐ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (if none, so state). None		8b. Address	
8c. Tel No.	8d. Cell No.	8e. Fax No.	8f. E-Mail Address
8g. Affiliation, if any		8h. Date of Recognition or Certification	
		8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)	

9. Is there now a strike or picketing at the Employer's establishment(s) involved? No If so, approximately how many employees are participating? \_\_\_\_\_  
(Name of labor organization) \_\_\_\_\_, has picketed the Employer since (Month, Day, Year) \_\_\_\_\_.

10. Organizations or individuals other than Petitioner and those named in items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in item 5b above. (If none, so state)  
None

10a. Name	10b. Address	10c. Tel. No.	10d. Cell No.
		10e. Fax No.	10f. E-Mail Address

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.  
11a. Election Type: ☒ Manual ☐ Mail ☐ Mixed Manual/Mail

11b. Election Date(s):  
10/21, 10/28  
11c. Election Time(s):  
3pm-5pm  
11d. Election Location(s):  
break room/office at Skinner Demolition

12a. Full Name of Petitioner (including local name and number)  
Laborers' New England Region Organizing Fund  
12b. Address (street and number, city, state, and ZIP code)  
410 South Main St, 2nd Floor, Providence RI 02903


12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state)  
Laborers' International Union of North America

12d. Tel No. 401-521-3457	12e. Cell No. 401-640-2826	12f. Fax No. 401-521-0061	12g. E-Mail Address lsantopietro@lnerof.org
------------------------------	-------------------------------	------------------------------	--

13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

13a. Name and Title Darren F. Corrente Esq.		13b. Address (street and number, city, state, and ZIP code) 226 South Main St, 3rd Floor, Providence RI 02903	
13c. Tel No. 401-751-8010	13d. Cell No. 401-480-4338	13e. Fax No. 401-861-3340	13f. E-Mail Address darren@correntelawri.com

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print) Laura Santopietro	Signature 	Title Regional Organizer	Date 10/12/2016
-----------------------------------	--	-----------------------------	--------------------

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**STIPULATED ELECTION AGREEMENT**

**SKINNER SERVICES, INC.**

**Case 01-RC-186176**

The parties **AGREE AS FOLLOWS:**

**1. PROCEDURAL MATTERS.** The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

**2. COMMERCE.** The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

The Employer is engaged in the business of interior and exterior demolition and removal. During the past 12 months, the Employer provided services valued in excess of \$50,000 to customers located outside the Commonwealth of Massachusetts

**3. LABOR ORGANIZATION.** The Petitioner is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

**4. ELECTION.** A secret-ballot election under the Board's Rules and Regulations shall be held under the supervision of the Regional Director on the date and at the hours and places specified below.

**DATE:** November 4, 2016      **HOURS:** 3:00 p.m. to 6:00 p.m.  
**PLACE:** Conference Room  
155 Bodwell Street  
Avon, Massachusetts

If the election is postponed or canceled, the Regional Director, in his or her discretion, may reschedule the date, time, and place of the election.

**5. UNIT AND ELIGIBLE VOTERS.** The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time laborers and site supervisors employed by the Employer at its facility located at 155 Bodwell Street, Avon, Massachusetts; but, excluding all other employees, truck drivers, mechanics, estimators, dispatchers, chief supervisors, managers, guards and supervisors as defined in the Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending October 15, 2016**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their

Initials: 

replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

**6. VOTER LIST.** Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. The Employer must also include, in a separate section of that list, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The list must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the list must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the list on all parties.

**7. THE BALLOT.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

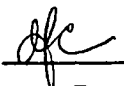
The question on the ballot will be "Do you wish to be represented for purposes of collective bargaining by LABORERS' NEW ENGLAND ORGANIZING FUND?" The choices on the ballot will be "Yes" or "No"

**8. NOTICE OF ELECTION.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

**9. NOTICE OF ELECTION ONSITE REPRESENTATIVE.** The following individual will serve as the Employer's designated Notice of Election onsite representative: Thomas Skinner, Vice President, 155 Bodwell Street, Avon, Massachusetts, (508) 559-0123, fax (508) 559-0115.

**10. ACCOMMODATIONS REQUIRED.** All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

**11. OBSERVERS.** Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

Initials: 

**12. TALLY OF BALLOTS.** Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

**13. POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

**SKINNER SERVICES, INC.**

(Employer)

By

(Name)

(Date)

**LABORERS' NEW ENGLAND ORGANIZING  
FUND**

(Petitioner)

By

Darren F. Corrente

(Name)

10/18/2016

(Date)

*Darren F. Corrente*

(Union)

By

(Name)

(Date)

**Recommended:**

LUCY E. REYES, Field Attorney (Date)

**Date approved:**

*10/19/16*

*John J. Walsh, Jr.*  
Regional Director, Region 01  
National Labor Relations Board



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**STIPULATED ELECTION AGREEMENT**

**SKINNER SERVICES, INC.**

**Case 01-RC-186176**

The parties **AGREE AS FOLLOWS:**

**1. PROCEDURAL MATTERS.** The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

**2. COMMERCE.** The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

The Employer is engaged in the business of interior and exterior demolition and removal. During the past 12 months, the Employer provided services valued in excess of \$50,000 to customers located outside the Commonwealth of Massachusetts

**3. LABOR ORGANIZATION.** The Petitioner is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

**4. ELECTION.** A secret-ballot election under the Board's Rules and Regulations shall be held under the supervision of the Regional Director on the date and at the hours and places specified below.

**DATE:** November 4, 2016      **HOURS:** 3:00 p.m. to 6:00 p.m.  
**PLACE:** Conference Room  
155 Bodwell Street  
Avon, Massachusetts

If the election is postponed or canceled, the Regional Director, in his or her discretion, may reschedule the date, time, and place of the election.

**5. UNIT AND ELIGIBLE VOTERS.** The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

All full-time and regular part-time laborers and site supervisors employed by the Employer at its facility located at 155 Bodwell Street, Avon, Massachusetts; but, excluding all other employees, truck drivers, mechanics, estimators, dispatchers, chief supervisors, managers, guards and supervisors as defined in the Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending October 15, 2016**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their

Initials: \_\_\_\_\_

(b) (6), (b) (7)(C)

replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote if they appear in person at the polls.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

**6. VOTER LIST.** Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. The Employer must also include, in a separate section of that list, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The list must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the list must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the list on all parties.

**7. THE BALLOT.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated.

The question on the ballot will be "Do you wish to be represented for purposes of collective bargaining by LABORERS' NEW ENGLAND ORGANIZING FUND?" The choices on the ballot will be "Yes" or "No"

**8. NOTICE OF ELECTION.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

**9. NOTICE OF ELECTION ONSITE REPRESENTATIVE.** The following individual will serve as the Employer's designated Notice of Election onsite representative: Thomas Skinner, Vice President, 155 Bodwell Street, Avon, Massachusetts, (508) 559-0123, fax (508) 559-0115.

**10. ACCOMMODATIONS REQUIRED.** All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

**11. OBSERVERS.** Each party may station an equal number of authorized, nonsupervisory-employee observers at the polling places to assist in the election, to challenge the eligibility of voters, and to verify the tally.

(b) (6), (b) (7)(C)

Initials:

**12. TALLY OF BALLOTS.** Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

**13. POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

**SKINNER SERVICES, INC.**

(Employer)

(b) (6), (b) (7)(C)

By

(Name)

(Date)

10.19.16

**LABORERS' NEW ENGLAND ORGANIZING  
FUND**

(Petitioner)

By

(Name)

(Date)

(Union)

By

(Name)

(Date)

Recommended:

LUCY E. REYES, Field Attorney (Date)

10-19-2016

Date approved:

10/19/16

Regional Director, Region 01  
National Labor Relations Board

John J. Walsh, Jr.

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

Date Filed

Case No. 01-RC-186176

10-14-2016

Date Issued 11-04-2016

City AVON

State MA

Type of Election:  
(Check one:)

(If applicable check  
either or both:)

☒ Stipulation

☐ 8(b) (7)

☐ Board Direction

☐ Mail Ballot

☐ Consent Agreement

☐ RD Direction  
Incumbent Union (Code)

SKINNER SERVICES, INC.  
Employer  
and  
LABORERS' NEW ENGLAND ORGANIZING  
FUND  
Petitioner

## TALLY OF BALLOTS

The undersigned agent of the Regional Director certifies that the results of tabulation of ballots case in the election held in the above case, and concluded on the date indicated above, were as follows:

1. Approximate number of eligible voters 64
2. Number of Void ballots 1
3. Number of Votes cast for Petitioner 36
- ~~4. Number of Votes cast for~~
- ~~XXXXXXXXXXXXXXXXXXXX~~
- ~~5. Number of Votes cast for~~
- ~~XXXXXXXXXXXXXXXXXXXX~~
6. Number of Votes cast against participating labor organization(s) 19
7. Number of Valid votes counted (sum 3, 4, 5, and 6) 55
8. Number of challenged ballots 2
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) 57
10. Challenges are (not) sufficient in number to affect the results of the election. not
11. A majority of the valid votes counted plus challenged ballots (Item 9) has ~~not~~ been cast for Petitioner

For the Regional Director

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For SKINNER SERVICES, INC.

For LABORERS' NEW ENGLAND ORGANIZING FUND

For



**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 1**

**SKINNER SERVICES, INC.**

**Employer**

**and**

**Case 01-RC-186176**

**LABORERS' NEW ENGLAND ORGANIZING  
FUND**

**Petitioner**

**TYPE OF ELECTION: STIPULATED**

**CERTIFICATION OF REPRESENTATIVE**

An election has been conducted under the Board's Rules and Regulations. The Tally of Ballots shows that a collective-bargaining representative has been selected. No timely objections have been filed.

As authorized by the National Labor Relations Board, it is certified that a majority of the valid ballots has been cast for

**LABORERS' NEW ENGLAND ORGANIZING FUND**

and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit:

**Unit:** All full-time and regular part-time laborers and site supervisors employed by the Employer at its facility located at 155 Bodwell Street, Avon, Massachusetts; but, excluding all other employees, truck drivers, mechanics, estimators, dispatchers, chief supervisors, managers, guards and supervisors as defined in the Act.



November 14, 2016

---

Elizabeth A. Gemperline  
Acting Regional Director, Region 1  
National Labor Relations Board

Attachment: Notice of Bargaining Obligation

## NOTICE OF BARGAINING OBLIGATION

In the recent representation election, a labor organization received a majority of the valid votes cast. Except in unusual circumstances, unless the results of the election are subsequently set aside in a post-election proceeding, the employer's legal obligation to refrain from unilaterally changing bargaining unit employees' terms and conditions of employment begins on the date of the election.

The employer is not precluded from changing bargaining unit employees' terms and conditions during the pendency of post-election proceedings, **as long as** the employer (a) gives sufficient notice to the labor organization concerning the proposed change(s); (b) negotiates in good faith with the labor organization, upon request; and (c) good faith bargaining between the employer and the labor organization leads to agreement or overall lawful impasse.

This is so even if the employer, or some other party, files objections to the election pursuant to Section 102.69 of the Rules and Regulations of the National Labor Relations Board (the Board). If the objections are later overruled and the labor organization is certified as the employees' collective-bargaining representative, the employer's obligation to refrain from making unilateral changes to bargaining unit employees' terms and conditions of employment begins on the date of the election, not on the date of the subsequent decision by the Board or court. Specifically, the Board has held that, absent exceptional circumstances,<sup>1</sup> an employer acts at its peril in making changes in wages, hours, or other terms and conditions of employment during the period while objections are pending and the final determination about certification of the labor organization has not yet been made.

It is important that all parties be aware of the potential liabilities if the employer unilaterally alters bargaining unit employees' terms and conditions of employment during the pendency of post-election proceedings. Thus, typically, if an employer makes post-election changes in employees' wages, hours, or other terms and conditions of employment without notice to or consultation with the labor organization that is ultimately certified as the employees' collective-bargaining representative, it violates Section 8(a)(1) and (5) of the National Labor Relations Act since such changes have the effect of undermining the labor organization's status as the statutory representative of the employees. This is so even if the changes were motivated by sound business considerations and not for the purpose of undermining the labor organization. As a remedy, the employer could be required to: 1) restore the status quo ante; 2) bargain, upon request, with the labor organization with respect to these changes; and 3) compensate employees, with interest, for monetary losses resulting from the unilateral implementation of these changes, until the employer bargains in good faith with the labor organization, upon request, or bargains to overall lawful impasse.

---

<sup>1</sup> Exceptions may include the presence of a longstanding past practice, discrete event, or exigent economic circumstance requiring an immediate response.

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 1**

**SKINNER SERVICES, INC.**

**Employer**

**and**

**Case 01-RC-186176**

**MASSACHUSETTS & NORTHERN NEW  
ENGLAND LABORERS' DISTRICT COUNCIL**

**Petitioner<sup>1</sup>**

**TYPE OF ELECTION: STIPULATED**

**AMENDED CERTIFICATION OF REPRESENTATIVE**

An election has been conducted under the Board's Rules and Regulations. The Tally of Ballots shows that a collective-bargaining representative has been selected. No timely objections have been filed.

As authorized by the National Labor Relations Board, it is certified that a majority of the valid ballots has been cast for

**MASSACHUSETTS & NORTHERN NEW ENGLAND LABORERS' DISTRICT  
COUNCIL**

and that it is the exclusive collective-bargaining representative of the employees in the following appropriate unit:

**Unit:** All full-time and regular part-time laborers and site supervisors employed by the Employer at its facility located at 155 Bodwell Street, Avon, Massachusetts; but, excluding all other employees, truck drivers, mechanics, estimators, dispatchers, chief supervisors, managers, guards and supervisors as defined in the Act.



December 7, 2016

---

JOHN J. WALSH, JR.  
Regional Director, Region 1  
National Labor Relations Board

---

<sup>1</sup> The name of the Petitioner has been amended in accordance with the agreement of the parties.